



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON ANSBACH
UNIT 28614
APO AE 09177

IMEU-ANS-ZA

01 October 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Equal Opportunity Program, Policy Letter #2

1. REFERENCE: AR 600-20, Army Command Policy, Chapter 6, Appendix E, 13 May 02.

2. PURPOSE: This policy establishes procedures for establishing Equal Opportunity programs with the USAG-Ansbach.

3. SCOPE: This policy applies to every supervisor of military personnel within the USAG-Ansbach.

4. As Commander of the USAG-Ansbach, I have the responsibility to ensure that all soldiers, civilians, and family members in the Ansbach community enjoy the basic right to perform their jobs without the obstacles of racism, discrimination or harassment. No member of this command will use race, color, religion, gender, or national origin as a measure of performance. No member of this command will violate acceptable standards of integrity and impartiality by committing or condoning sexual harassment. Soldiers, civilians, and their families shall be afforded opportunities based upon their merit, potential and capabilities. Additionally, soldiers will not be assessed classified, trained, assigned, promoted or otherwise managed on the basis of race, color, religion, national origin, or gender unless specifically directed by law or regulation.

5. Commanders and Directors are EO officers for their respective units/directorates and, as such, are assisted by trained EO advisors and other members of the staff who can advise on EO matters in their areas of responsibility. These Commanders and Directors will:

- a. Develop and implement EO programs for their organization.
- b. Identify discriminatory practices affecting soldiers, civilian employees, and their families and initiate corrective actions to include follow-up.
- c. Actively participate in and support the EO program to promote EO and interpersonal harmony for all military personnel, civilian employees and family members.

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d. Conduct EO training on a continuing basis for soldiers and civilian employees consistent with requirements established by the Department of the Army, USAREUR, and AR 600-20.

e. Monitor and assess the execution of EO programs and policies at all levels within their area of responsibility.

f. Ensure prompt follow-up and appropriate action to resolve allegations of discrimination by soldiers, and civilian employee, or their family members.

6. Equal opportunity complaints will be processed and resolved in the most expeditious manner possible. (For detailed information on complaint procedures see Policy Letter Number 3, EO and Sexual Harassment Complaint Procedures). All soldiers, civilian employees assigned and attached to the USAG-Ansbach are encouraged to use the chain of command for redress of grievances. Each unit commander and director will post Equal Opportunity complaint procedures and ensure that each member of their command or directorate is fully aware of methods of obtaining redress for grievances.

7. As evidence of the Army's total commitment to equal opportunity, equal opportunity is a critical element in the evaluation rating and managerial performance appraisal systems. I expect full participation and support from each manager and supervisor in meeting the objectives of The Equal Opportunity Program.

8. A copy of this policy statement will be permanently displayed on unit bulletin boards.

9. POC for this policy is the USAG-Ansbach EO Office, DSN: 468-7566.



JOHN G. REILLY
LTC, SF
Commanding

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